



DEPARTMENT OF THE ARMY
U.S. ARMY SECURITY ASSISTANCE COMMAND
5701 21ST STREET
FORT BELVOIR, VA 22060-5940

REPLY TO
ATTENTION OF

AMSAC-EO (690-600(a))

22 June 2006

MEMORANDUM FOR ALL EMPLOYEES

SUBJECT: Anti-harassment and Hostile Work Environment Policy

1. The US Army Security Assistance Command (USASAC) is committed to maintaining a work environment which is free from any form of discrimination/reprisal or harassment related to a person's race, color, national origin, religion, age, sex (including sexual harassment), sexual orientation, mental and physical disabilities, genetic information and status as a parent. USASAC is committed to preventing sexual harassment and other forms of harassing conduct in the work environment, and correcting harassing conduct that does occur before it becomes severe or pervasive.
2. Harassing conduct is defined as any unwelcome verbal or physical conduct based on one of the protected bases when the behavior is so objectively offensive as to alter the conditions of the employees' employment.
3. All harassing conduct will be treated as misconduct even if it does not rise to the level of harassment actionable under Title VII of the Civil Rights Act, as amended. Allegations of harassment based on one of the protected bases will be addressed by appropriate officials and appropriate action will be taken to prevent a recurrence of the action.
4. I am holding employees personally responsible for their behavior. In addition, I expect all supervisors and managers to set an example by exhibiting behavior that promotes a healthy non-discriminatory work environment. Managers are required by law to investigate and eradicate any form of harassment, discrimination or retaliation. When it occurs, responsible individuals will be disciplined in a manner that may include termination.
5. If you would like more information or have questions, please contact the Equal Employment Opportunity Office (EEO) at 703-806-2230.

Clinton T. Anderson
CLINTON T. ANDERSON
Brigadier General, USA
Commanding